



Recruitment and Retention of Teachers in Missouri Public Schools

A Report to the Missouri General Assembly December 2014

- *Teacher Workforce Demographics*
- *Teacher Workforce Dynamics*
- *Recruitment and Retention Strategies*

2014 UPDATE
RECRUITMENT AND RETENTION OF TEACHERS IN MISSOURI PUBLIC SCHOOLS
A REPORT TO THE MISSOURI GENERAL ASSEMBLY

The statements below are an addition to the 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2012, 2013 Updates and the December 2001 report *Recruitment and Retention of Teachers in Missouri Public Schools*.

Several key areas that continue to be monitored are:

- increasing the percent of teachers that are minority;
- reviewing the age and experience of teachers for continued professional development and mentoring needs; and
- retaining teachers for a longer period of time.

Teacher Workforce Demographics

Gender & Race, Ethnicity

- The total number of classroom teachers increased by 0.7% from 2013 to 2014.
- Over the past decade the share of teachers who are black has decreased but did increase by 0.1% over last year to 5.3% of the total teaching workforce.

Age & Experience

- 48.4% of our teachers have 10 or fewer years of experience.

Teacher Workforce Dynamics

- District hiring rates increased to 11.2%, up 0.4% from 2013.
- The percentage of district new hires that were first year teachers decreased by 1.5%.
- The percentage of first-year teachers that left the classroom after only one to three years decreased by 4.8% compared to the last year's figure.
- The percentage of first-year teachers that left the classroom after only one to five years decreased by 3.9% compared to the last year's figure.

Gender and Race/Ethnicity Trends, 2002-2014

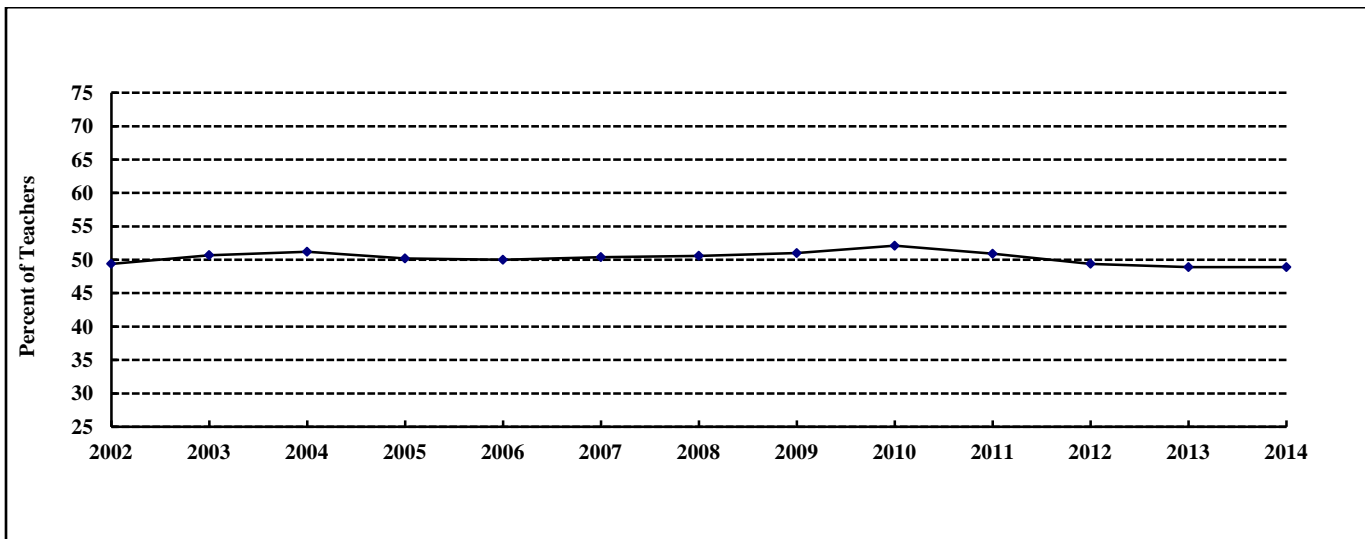
	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Total Teachers	66,705	67,826	66,646	66,476	68,120	69,110	69,840	70,624	70,205	67,996	67,600	68,850	69,336
GENDER													
Female	78.4%	78.3%	78.5%	78.6%	78.7%	78.8%	78.8%	78.9%	78.9%	79.0%	78.8%	78.7%	78.5%
Male	21.6%	21.7%	21.5%	21.4%	21.3%	21.2%	21.2%	21.1%	21.1%	21.0%	21.2%	21.3%	21.5%
RACE/ETHNICITY													
BLACK	7.0%	7.2%	7.0%	6.7 %	6.6%	6.3%	6.1%	6.1%	5.7%	5.3%	5.1%	5.2%	5.3%
OTHER¹	0.7%	0.8%	0.9%	0.8%	0.9%	1.0%	1.0%	0.9%	1.0%	1.4%	1.3%	1.5%	1.6%

¹ Refers to all non-white, non-black race/ethnicities

Age Trends, 2002-2014

AGE GROUP	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
20-29	18.4%	18.6%	18.0%	28.2%	18.7%	18.7%	18.7%	18.7%	17.7%	16.9%	16.6%	16.8%	15.8%
30-39	24.8%	25.1%	25.6%	26.1%	26.7%	27.4%	28.2%	28.8%	28.9%	29.6%	30.3%	30.9%	30.9%
40-49	28.2%	26.9%	26.3%	25.6%	24.8%	24.3%	24.0%	24.3%	24.6%	25.5%	26.6%	26.0%	26.7%
50-59	25.1%	25.4%	25.9%	25.7%	25.2%	24.3%	23.5%	22.8%	22.2%	21.5%	20.6%	19.8%	19.5%
60 +	3.5%	3.9%	4.2%	4.4%	4.5%	5.3%	5.6%	6.1%	6.5%	6.5%	6.5%	6.5%	7.1%

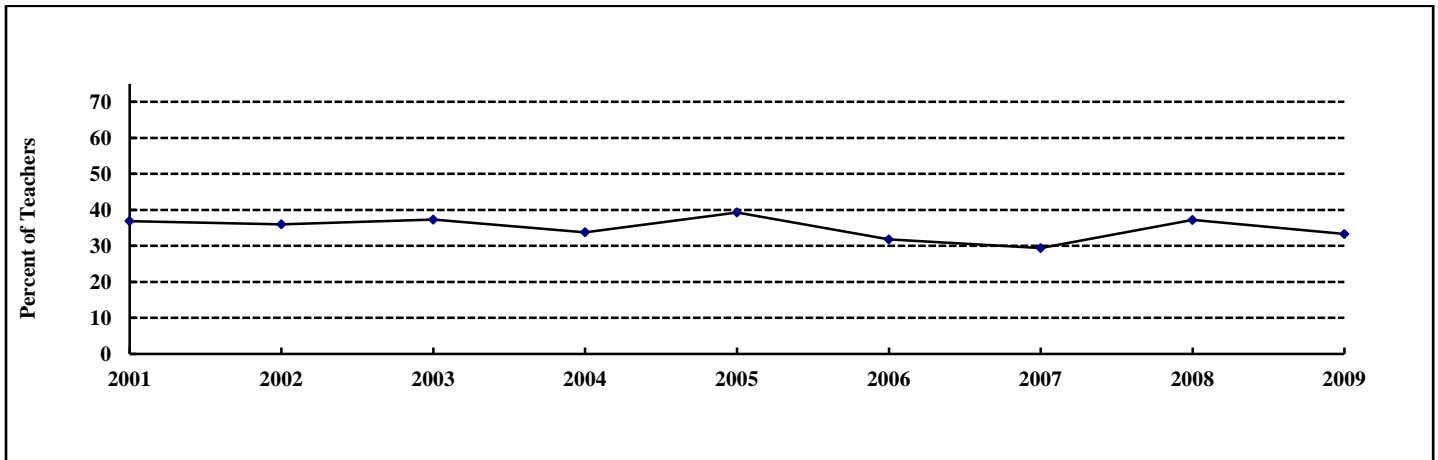
Percent of Teachers with 0-10 Years of Experience, 2002 to 2014



Experience Trends, 2002-2014

YEARS OF EXPERIENCE	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
0-10	50.7%	51.2%	50.2%	50.0%	50.4%	50.6%	51.0%	52.1%	50.9%	49.4%	48.9%	48.9%	48.4%
0-5	31.2%	30.8%	28.8%	28.2%	27.9%	27.8%	28.5%	30.5%	29.3%	27.4%	26.7%	26.6%	26.0%
6-10	19.5%	20.4%	21.4%	21.8%	22.6%	22.8%	22.5%	21.5%	21.6%	22.0%	22.2%	22.3%	22.4%
11-20	25.0%	24.9%	25.9%	26.6%	26.9%	27.2%	27.7%	28.5%	28.4%	32.2%	33.2%	33.4%	33.2%
21-30	20.0%	19.2%	19.1%	18.5%	17.7%	17.1%	16.3%	15.9%	15.8%	15.6%	15.1%	17.3%	14.7%
31+	4.4%	4.7%	4.9%	4.9%	5.0%	5.1%	5.0%	4.8%	4.9%	4.6%	4.2%	4.0%	3.6%

Teachers Leaving Missouri's Public School Work Force After 1-5 Years, 2001-2009

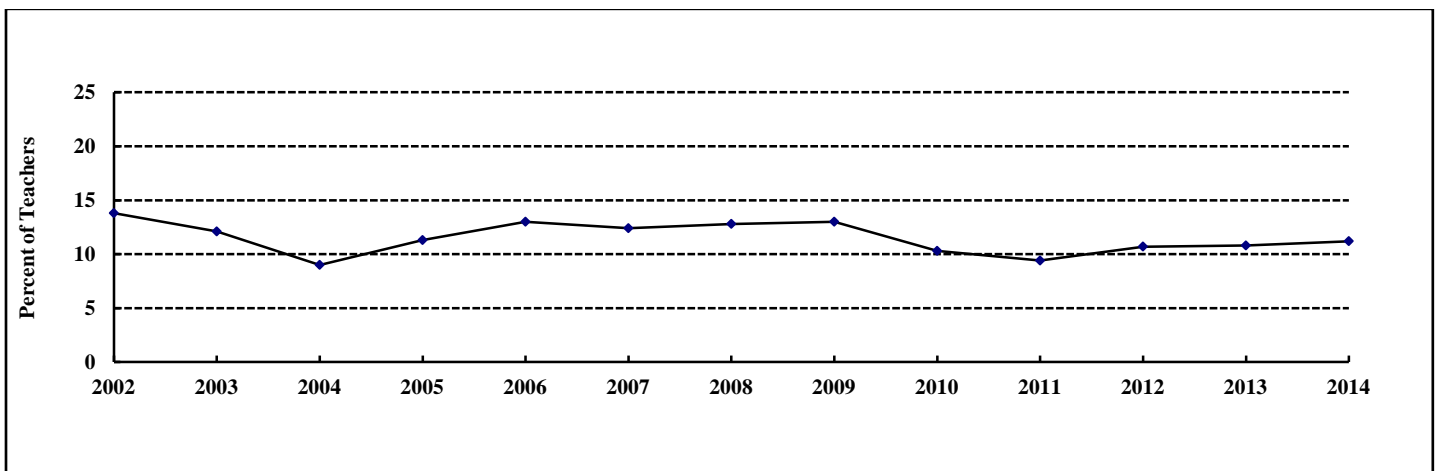


Teachers Leaving Missouri's Public School Work Force, 2001-2013

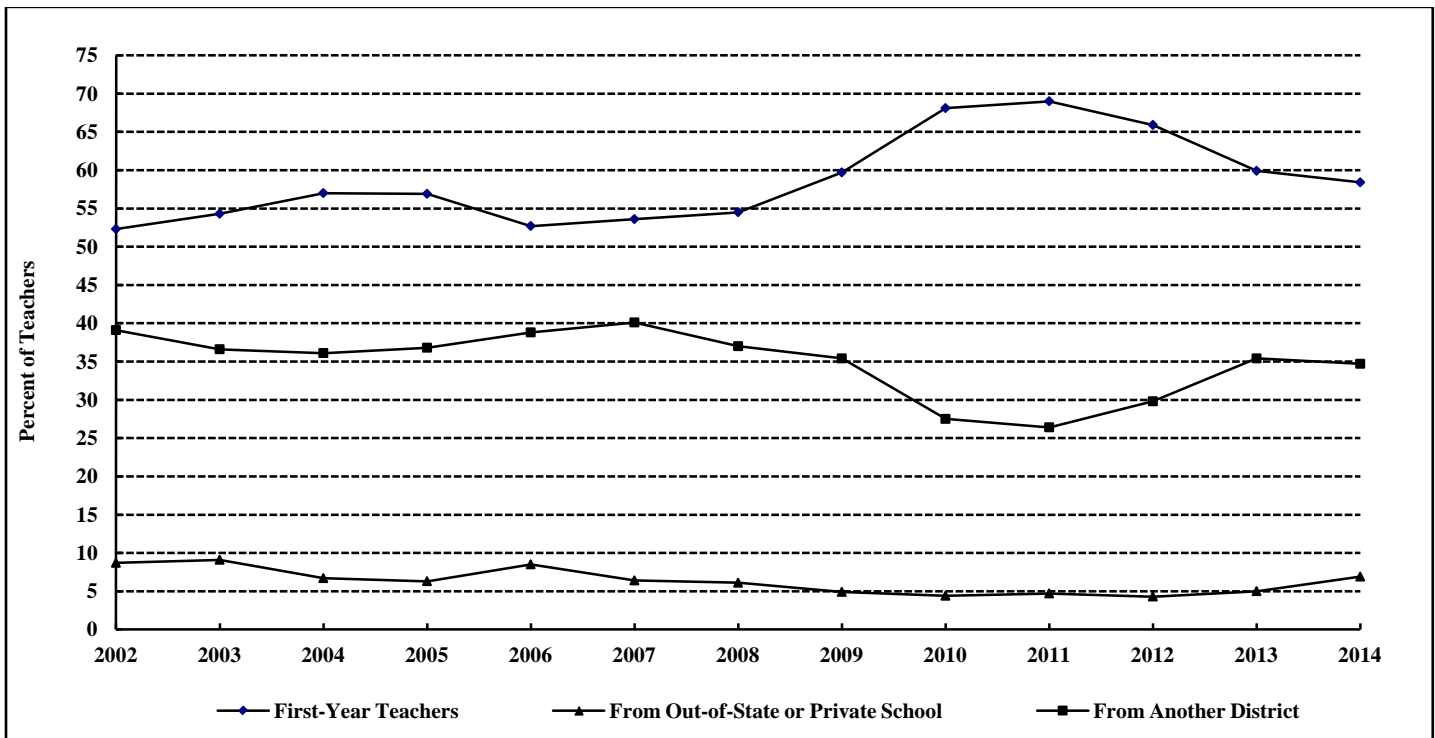
	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Total Teachers	65,429	66,705	67,826	66,646	66,476	68,120	69,110	69,840	70,624	70,205	67,996	67,600	68,850
First-Year Teachers	5,064	4,802	4,439	3,428	4,285	4,668	4,597	4,864	5,353	4,933	4,031	4,434	4,040
<i>% of First-Year Teachers who left the classroom--</i>													
After 1-3 Years	29.2%	30.3%	27.0%	26.7%	25.4%	26.7%	28.2%	23.4%	17.8%	29.2%	24.4%	N/A	N/A
After 1-5 Years	36.9%	36.0%	37.3%	33.8%	39.3%	31.8%	29.4%	37.2%	33.3%	N/A	N/A	N/A	N/A

*N/A means "data not yet available." For example, for those who were first-year teachers in 2012, the percentage that leaves in the first three years will not be known until 2015, when three full years have passed.

Hiring Rate, 2002 to 2014



District New Hires, 2002 to 2014



Teachers Entering Missouri's Public School Work Force, 2002-2014

	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Total Teachers	66,705	67,826	66,646	66,476	68,120	69,110	69,840	70,624	70,205	67,996	67,600	68,850	69,336
District New Hires	9,189	8,176	6,012	7,531	8,866	8,579	8,924	9,162	7,247	6,415	7,209	7,405	7,742
Teacher Hiring Rate	13.8%	12.1%	9.0%	11.3%	13.0%	12.4%	12.8%	13.0%	10.3%	9.4%	10.7%	10.8%	11.2%
Percent of District New Hires who are--													
First-Year Teachers	52.3%	54.3%	57.0%	56.9%	52.7%	53.6%	54.5%	59.7%	68.1%	69.0%	65.9%	59.9%	58.4%
From Out-of-State or Private School	8.7%	9.1%	6.7%	6.3%	8.5%	6.4%	6.1%	4.9%	4.4%	4.7%	4.3%	5.0%	6.9%
From Another District	39.1%	36.6%	36.1%	36.8%	38.8%	40.1%	37.0%	35.4%	27.5%	26.4%	29.8%	35.4%	34.7%